

**EEOC TRAINING INSTITUTE**  
**Cleveland Technical Assistance Program Seminar Agenda**  
**November 16, 2004**

**Agenda Highlights:** Join us for morning plenary sessions on preventing discrimination and avoiding liability, providing reasonable accommodations, and mediation of EEO complaints. Our afternoon workshops will feature discussions on e-recruiting, religious discrimination, and analyzing evidence.

- 7:30 - 8:30 a.m.      **Registration & Continental Breakfast**
- 8:30. - 8:40 a.m.      **Welcome & EEOC's Recent Initiatives**  
*James R. Neely, Jr., EEOC District Director*
- 8:40. - 10:00 a.m.      **Proactive Prevention & Best Practices to Avoid Liability**  
*Thomas H. Barnard, Partner, Ulmer & Berne LLP*  
*Denise Knecht, Attorney at Law*  
*C. Larry Watson, EEOC Regional Attorney*
- 10:00 -10:15 a.m.      **Break**
- 10:15 - 11:15 a.m.      **Americans With Disabilities Act - Reasonable Accommodations and the Interactive Process**  
*Donna Williams Alexander, EEOC Senior Trial Attorney*
- 11:15 - 11:45 a.m.      **Mediation**  
*Loretta Feller, EEOC ADR Coordinator*
- 11:45 - Noon          **State Update**  
*G. Michael Payton, Executive Director*  
*Ohio Civil Rights Commission*
- Noon - 12:45 p.m.      **Lunch** (provided)
- 12:45 - 2:00 p.m.      **Litigation Update**  
*Eric Dreiband, General Counsel*  
*Equal Employment Opportunity Commission*
- 2:10 - 3:20 p.m.      **Afternoon Workshops - Choose One:**
1.      **E-Cruiting and Internet Applicants**  
*Jeffrey Stern, EEOC Senior Trial Attorney*
  2.      **Religious Accommodation & Harassment Issues - A Case Study**  
*Daniel Cabot, EEOC Enforcement Manager*

Afternoon Workshops (cont)

**3. How EEOC and Courts Analyze Evidence - Basic Theories of Discrimination**

*Marlene Perkins*, EEOC Enforcement Supervisor

3:20 - 4:30 p.m. **Repeat Workshops**

4:30 p.m. **Adjourn**  
**Distribution of Training Certificates, CD-ROMs &**  
**Collection of Evaluation Forms**